

AGENDA
ELK GROVE UNIFIED SCHOOL DISTRICT
Special Meeting of the Board of Education
Board Room, Education Center
9510 Elk Grove-Florin Road
Elk Grove, CA 95624
April 5, 2012
5:00 p.m.

Item

Time – Approximate

Public Comment on Items on Agenda

NOTICE

Members of the public will be provided an opportunity to directly address the governing board about the item described in this notice prior to consideration of the item. If you wish to address the Board, please do so when the item is called. Presentations will be limited to a maximum of three (3) minutes, with a total of thirty (30) minutes designated for public comment on an item. Time limitations are at the discretion of the President of the Board of Trustees. Individuals with questions or comments on general school district issues may address those issues at a regularly scheduled meeting.

- | | |
|--|------------|
| 1. Tentative Agreement Between Elk Grove Unified School District
And Elk Grove Education Association (EGEA) | 10 Minutes |
|--|------------|

Adjournment

AMERICAN WITH DISABILITIES COMPLIANCE NOTICE

In compliance with the Americans with Disabilities Act, those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact the Board Secretary, Arlene Hein, at (916) 686-7700. Notification of at least 24 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodation, auxiliary aids or services.

DOCUMENT AVAILABILITY

Documents provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in District office located at 9510 Elk Grove-Florin Road, Elk Grove, CA during normal business hours.

Board Agenda Item

Supplement No.: _____

Meeting Date: April 5, 2012**Subject:**Department: Human Resources**TENTATIVE AGREEMENT BETWEEN ELK GROVE UNIFIED SCHOOL DISTRICT AND ELK GROVE EDUCATION ASSOCIATION (EGEA)****Action Requested:**

The Board is asked to conduct a Public Hearing to present the Tentative Agreement reached through negotiations between the Elk Grove Unified School District and the Elk Grove Education Association (EGEA) March 20, 2012. The Board President should announce and open the public hearing with a request for anyone who wishes to speak to the proposal to please come forward. After listening to any speakers, the Board President should close the public hearing. After closing the public hearing, the Board is asked to take action to approve the tentative agreement.

Discussion:

The Board is asked to approve the attached Tentative Agreement. The Tentative Agreement has been ratified by a vote of the EGEA members. In addition, Education Code 3540.2 stipulates a fiscal review by the Sacramento County Office of Education (SCOE) of negotiated agreements to determine the financial impact of the agreement on the District budget. Therefore, the AB1200 report which provides the financial analysis of the Tentative Agreement, is attached and was submitted to SCOE for their review.

Financial Summary:

Prepared By: _____ Division Approval: Glen De Graw *GD*
Prepared By: _____ Superintendent Approval: Steven M. Ladd, Ed.D. *smf*

Tentative Agreement
Between
Elk Grove Unified School District
And
Elk Grove Education Association
March 20, 2012

This Tentative Agreement is between Elk Grove Unified School District (District) and Elk Grove Education Association (EGEA). Except as provided below in this agreement, the parties agree that this agreement resolves negotiations for the 2011-2012 and 2012-2013 school year. The District and EGEA agree to the following:

1. Health and Welfare Benefits

a. Effective July 1, 2012, revise Article 21 of the collective bargaining with the following:

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit Member's contribution toward medical benefit premium costs shall be 20% of the premium cost for the low cost plan medical plan offered by the District. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

Example based upon 2012-2013 Kaiser low cost plan:

	<i>2012-2013 Kaiser Premiums Low Cost Plan Monthly</i>	<i>District Contribution 80% Monthly</i>	<i>Employee Contribution 20% Monthly</i>	<i>Employee Wellness Rebate Compensation Annual</i>
<i>Single Subscriber</i>	<i>\$ 492.33</i>	<i>\$ 393.86</i>	<i>\$ 98.47</i>	<i>\$ 295.44</i>
<i>2 Party Subscriber</i>	<i>\$ 984.66</i>	<i>\$ 787.73</i>	<i>\$196.93</i>	<i>\$ 590.76</i>
<i>Family</i>	<i>\$1,393.29</i>	<i>\$1,114.63</i>	<i>\$278.66</i>	<i>\$836.04</i>

b. Wellness Rebate Compensation

Each unit member who submits to the District an approved Wellness certification that verifies that the unit member has satisfied all of the Wellness requirements referenced section 1(c) below, each year shall receive a Wellness Rebate equal to five percent (5%) of the total premium cost of the Low Cost plan based upon the subscriber level selected for the year.

Unit members who submit their approved Wellness certification to the District by November 1st shall receive their annual Employee Wellness Rebate compensation by January 10th. Unit members who submit their approved Wellness certification by May 15th shall receive their

annual Employee Wellness Rebate compensation by July 10th. The District and EGEA will develop a Wellness Requirement verification process in conjunction with Kaiser and Health Net.

For example, for the 2012-2013 school year, based upon the Kaiser Low Cost plan for both Kaiser and Health Net participants, the annual Wellness Rebate Compensation for a single subscriber would be \$295.44, for a two party subscriber would be \$590.76, and for a family subscriber would be \$836.04.

The value of the five percent (5%) Wellness Rebate Compensation will change each year depending upon the total premium cost of the low cost medical plan provided by the District.

c. Wellness Rebate Compensation Requirements

In conjunction with Kaiser and Health Net, EGEA and the District will develop a list of the annual physical examination and Wellness assessment requirements necessary to receive the annual Wellness Rebate compensation. The physical examination and wellness assessments may include an annual physical examination, completion of an online Health Risk Assessment, a Comprehensive Metabolic Panel (CMP), a body mass index (BMI) test and/or other age appropriate screenings.

d. Co pays

The Kaiser and Health Net medical plans shall be changed to the \$30 co pay plans quoted by Kaiser and Health Net for the 2012-2013 school year. Except for this co pay change, changes required by law, and all of the terms included in this agreement, all current medical benefit agreements between the District and EGEA regarding Health and Welfare plan design changes and the Health Net Premier Care plan continue as part of this agreement.

e. Health Benefit Committee

The District and EGEA are committed to explore a new Health and Welfare Benefits Committee model. Accordingly, a committee shall be established to explore alternative health benefit committee models. This committee shall invite all represented and unrepresented groups to participate in the exploration of alternative health benefit committee models.

2. Lottery System Check

The August 2012 Lottery System Check referenced in Article 19, Section 19.102 of the collective bargaining agreement between the parties shall be suspended in 2012, unless otherwise negotiated.

3. Class Sizes-2012-2013 School Year

a. Grades 4-6

For the 2012-2013 school year only, all elementary schools will have 4-6 class sizes of 28:1.

b. Grades K-3

1. For the 2012-2013 school year only, elementary schools can have K-3 class sizes of 26:1, however, K-3 staffing shall be allocated based upon between and inclusive of 24:1 and 26:1, at the discretion of the District.

2. In addition, for the 2012-2013 school year only, EGEA and the District agree that the District shall not be required to provide overload aide time.

3. For the 2012-2013 school year only and in lieu of the overload aide, an overload FTE allocation shall be provided by the District to be used at each site as determined by the site administrator and the impacted teacher or teachers to support the additional students remaining at the site. For the 2012-2013 school year only, the overload FTE allocation shall be calculated based upon K-3 class sizes of 24:1 and 4-6 class sizes at 28:1.

c. Unless otherwise negotiated, class size ratios included in Article 14 shall revert in 2013-2014 to the contract limits included in the collective bargaining agreement of 28:1 for grades K-3, and of 26:1 for grades 4-6.

4. Effects of Layoff Agreement

The District and EGEA agree to stipulate to the Office of Administrative Hearings that the April 16 and 17, 2012 certificated layoff hearings shall be conducted after school beginning at 3:45 p.m. in order to save the cost of substitutes.

5. Elementary Report Cards

EGEA and the District agree to work with Technology Services to implement an elementary report card system that includes electronic comments with the goal of implementation during the 2012-2013 school year.

6. Workweek

During the 2012-2013 school year only, Section 8.205 shall be revised for grades K-12 from 39 hours to 38.5 hours. Effective for the 2013-2014 school year, Section 8.205 shall revert back to 39 hours, unless otherwise negotiated.

7. STRS Contributions

EGEA and the District agree to take any legally required steps necessary to allow STRS contributions to be made in twelve equal payments over a twelve month contract whether or not the unit member works during a particular month.

8. Release and Settlement of Grievance Claims

a. The following grievances (collectively known as "the Grievances") previously filed by EGEA are settled under the terms of this agreement:

1. Grievance regarding 2011 PKS Resolution No. 32 (filed 3/10/11; currently in abeyance following Level II under terms of 6/22/11 Interim Mediation Agreement/MOU)
2. Alleged Violation of Memorandum of Understanding ("MOU") with respect to deferral and Federal Jobs Money (filed 2/27/12; currently at Level I with a proposal by EGEA to go directly to Level III)

b. Within five (5) business days after final ratification of this Agreement by each of the settling parties, EGEA shall withdraw the above Grievances with prejudice and shall dismiss any and all proceedings based upon, arising from or related to the Grievances.

8. 2013-2014 Negotiations

EGEA and the District agree to commence negotiations by November 2012 for the 2013-2014 school year.

Elk Grove Education Association

Scott Johnson
Charles M. Hall
Charles F. Chelton

Dated: 3-20-12

Elk Grove Unified School District

Rick Z
Don DeGroot
Karen M. Rezendes

Dated: 3/20/12

SACRAMENTO COUNTY OFFICE OF EDUCATION

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: **Elk Grove Unified School District**

Name of Bargaining Unit: **Elk Grove Education Association**

Certificated, Classified, Other: **Certificated - non-management**

The proposed agreement covers the period beginning: **July 1, 2012** and ending: **June 30, 2013**
(date) (date)

The Governing Board will act upon the agreement on: **April 5, 2012**
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Compensation		Annual	Fiscal Impact of Proposed Agreement			
		Cost Prior to	Year 1	Year 2	Year 3	
		Proposed Agreement	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)	
		FY 2011/12	FY 2012/13	FY 2013/14	FY 2014/15	
1	Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$194,961,559	\$0	\$0	\$0	
			0	0	0	
2	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$0	\$0	\$0	\$0	
	Description of other compensation: Lottery Stipend					
3	Statutory Benefits - STRS, PERS, FICA, WE, UI, Medicare, etc.	\$26,309,963	\$0	\$0	\$0	
			0	0	0	
4	Health/Welfare Plans	\$33,523,722	-\$3,861,493	\$2,966,223	\$3,262,845	
5	Total Compensation - Add Items 1 through 4 to equal 5	\$254,795,244	-\$3,861,493	\$2,966,223	\$3,262,845	
			-0.015155279	0.011820741	0.012850908	
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$2,881,205	\$0	\$0	\$0	
7	Total Number of Represented Employees (Use FTEs if appropriate)	3008.16	2998.16	2848.16	2848.16	
8	Total Compensation <u>Average</u> Cost per Employee	\$84,701	-\$1,288	\$1,041	\$1,146	

- 9 . What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

N/A

- 10 . Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)

No

- 11 . Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

- 12 . Does this bargaining unit have a negotiated cap for Health & Welfare Yes ☒ No ☐

If yes, please describe the cap amount.

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit member's contribution toward medical benefit premium costs shall be at 20% of the premium cost from the low cost plan medical plan offered by the district. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

- B. Proposed Negotiated Changes in Non-compensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing rations, etc.)

Class size for elementary schools will be staffed at the same ratios used for the 2011-12 school year with the exception grades Kindergarten through third shall be allocated between 24:1 and 26:1. For grades kindergarten through 12 the teacher shall not be required in carrying out their instructional responsibilities to participate in more than a thirty-eight-and-a-half (38.5) hour week nor to attend more than two faculty or other group meetings in any week.

- C. What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

N/A

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

EGEA and the District agree to commence negotiations by November, 2012 for the 2013-14 school year.

E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)? "Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

This agreement will decrease deficit financing in 2012-13.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

Grievances previously filed by EGEA are settled under the terms of this agreement.

1. Grievance regarding 2011 PKS Resolution No. 32 (filed 3/10/11; currently in abeyance following Level II under terms of 6/22/11 Interim Mediation Agreement/MOU).

2. Alleged Violation of Memorandum of Understanding ("MOU") with respect to deferral and Federal Jobs Money (filed 2/27/12; currently at Level I with a proposal by EGEA to go directly to Level III).

G. Source of Funding for Proposed Agreement

1. Current Year

N/A

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will all the district to afford this contract)?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund EGEA

Enter Bargaining Unit:

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 1/31/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$314,790,272			\$314,790,272
Remaining Revenues (8100-8799)	\$54,760,230			\$54,760,230
TOTAL REVENUES	\$369,550,502	\$0	\$0	\$369,550,502
EXPENDITURES				
Certificated Salaries (1000-1999)	\$178,246,472			\$178,246,472
Classified Salaries (2000-2999)	\$30,932,657			\$30,932,657
Employee Benefits (3000-3999)	\$80,922,157			\$80,922,157
Books and Supplies (4000-4999)	\$6,097,427			\$6,097,427
Services, Other Operating Expenses (5000-5999)	\$16,817,555			\$16,817,555
Capital Outlay (6000-6999)	\$51,693			\$51,693
Other Outgo (7100-7299) (7400-7499)	\$0			\$0
Direct Support/Indirect Cost (7300-7399)	-\$6,755,027			-\$6,755,027
Other Adjustments				\$0
TOTAL EXPENDITURES	\$306,312,934	\$0	\$0	\$306,312,934
OPERATING SURPLUS (DEFICIT)	\$63,237,568	\$0	\$0	\$63,237,568
TRANSFERS IN & OTHER SOURCES (8910-8979)				\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,752,828			-\$1,752,828
CONTRIBUTIONS (8980-8999)	-\$42,815,270			-\$42,815,270
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$18,669,470	\$0	\$0	\$18,669,470
BEGINNING BALANCE	\$46,812,372			\$46,812,372
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$65,481,842	\$0	\$0	\$65,481,842
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$295,346			\$295,346
Reserved for Economic Uncertainties (9789)	\$9,500,000			\$9,500,000
Designated Amounts (9780)	\$55,686,496			\$55,686,496
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Restricted General Fund EGEA		
	Column 1 Latest Board - Approved Budget Before Settlement (As of 1/31/12)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$7,083,452			\$7,083,452
Remaining Revenues (8100-8799)	\$108,527,260			\$108,527,260
TOTAL REVENUES	\$115,610,712	\$0	\$0	\$115,610,712
EXPENDITURES				
Certificated Salaries (1000-1999)	\$44,191,281			\$44,191,281
Classified Salaries (2000-2999)	\$25,501,695			\$25,501,695
Employee Benefits (3000-3999)	\$32,175,792			\$32,175,792
Books and Supplies (4000-4999)	\$23,876,386			\$23,876,386
Services, Other Operating Expenses (5000-5999)	\$30,155,113			\$30,155,113
Capital Outlay (6000-6999)	\$567,902			\$567,902
Other Outgo (7100-7299) (7400-7499)	\$1,786,984			\$1,786,984
Direct Support/Indirect Cost (7300-7399)	\$5,380,902			\$5,380,902
Other Adjustments				\$0
TOTAL EXPENDITURES	\$163,636,055	\$0	\$0	\$163,636,055
OPERATING SURPLUS (DEFICIT)	-\$48,025,343	\$0	\$0	-\$48,025,343
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863			\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)	-\$4,159			-\$4,159
CONTRIBUTIONS (8980-8999)	\$42,815,270			\$42,815,270
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$4,480,369	\$0	\$0	-\$4,480,369
BEGINNING BALANCE	\$18,627,544			\$18,627,544
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$14,147,175	\$0	\$0	\$14,147,175
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$14,147,175			\$14,147,175
Reserved for Economic Uncertainties (9789)				\$0
Designated Amounts (9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Bargaining Unit:		Combined General Fund EGEA		
	Column 1 Latest Board - Approved Budget Before Settlement (As of 1/31/12)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$321,873,724	\$0	\$0	\$321,873,724
Remaining Revenues (8100-8799)	\$163,287,490	\$0	\$0	\$163,287,490
TOTAL REVENUES	\$485,161,214	\$0	\$0	\$485,161,214
EXPENDITURES				
Certificated Salaries (1000-1999)	\$222,437,753	\$0	\$0	\$222,437,753
Classified Salaries (2000-2999)	\$56,434,352	\$0	\$0	\$56,434,352
Employee Benefits (3000-3999)	\$113,097,949	\$0	\$0	\$113,097,949
Books and Supplies (4000-4999)	\$29,973,813	\$0	\$0	\$29,973,813
Services, Other Operating Expenses (5000-5999)	\$46,972,668	\$0	\$0	\$46,972,668
Capital Outlay (6000-6999)	\$619,595	\$0	\$0	\$619,595
Other Outgo (7100-7299) (7400-7499)	\$1,786,984	\$0	\$0	\$1,786,984
Direct Support/Indirect Cost (7300-7399)	-\$1,374,125	\$0	\$0	-\$1,374,125
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$469,948,989	\$0	\$0	\$469,948,989
OPERATING SURPLUS (DEFICIT)	\$15,212,225	\$0	\$0	\$15,212,225
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863	\$0	\$0	\$733,863
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,756,987	\$0	\$0	-\$1,756,987
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$14,189,101	\$0	\$0	\$14,189,101
BEGINNING BALANCE	\$65,439,916			\$65,439,916
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$79,629,017	\$0	\$0	\$79,629,017
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$14,442,521	\$0	\$0	\$14,442,521
Reserved for Economic Uncertainties (9789)	\$9,500,000	\$0	\$0	\$9,500,000
Designated Amounts (9780)	\$55,686,496	\$0	\$0	\$55,686,496
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **FUND 09 - ELK GROVE CHARTER**
Enter Bargaining Unit: **EGEA**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 1/31/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$1,815,207	\$0	\$0	\$1,815,207
Remaining Revenues (8100-8799)	\$216,603	\$0	\$0	\$216,603
TOTAL REVENUES	\$2,031,810	\$0	\$0	\$2,031,810
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,267,027	\$0	\$0	\$1,267,027
Classified Salaries (2000-2999)	\$192,738	\$0	\$0	\$192,738
Employee Benefits (3000-3999)	\$378,982	\$0	\$0	\$378,982
Books and Supplies (4000-4999)	\$194,543	\$0	\$0	\$194,543
Services, Other Operating Expenses (5000-5999)	\$31,541	\$0	\$0	\$31,541
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$1,600	\$0	\$0	\$1,600
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$2,066,431	\$0	\$0	\$2,066,431
OPERATING SURPLUS (DEFICIT)	-\$34,621	\$0	\$0	-\$34,621
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$34,621	\$0	\$0	-\$34,621
BEGINNING BALANCE	\$1,259,302			\$1,259,302
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$1,224,681	\$0	\$0	\$1,224,681
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$1,224,681	\$0	\$0	\$1,224,681
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$0	\$0	\$0	\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:
Enter Bargaining Unit:

**FUND 11 - ADULT EDUCATION
EGEA**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 1/31/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)		\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$3,293,324	\$0	\$0	\$3,293,324
TOTAL REVENUES	\$3,293,324	\$0	\$0	\$3,293,324
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,707,925		\$0	\$1,707,925
Classified Salaries (2000-2999)	\$887,342	\$0	\$0	\$887,342
Employee Benefits (3000-3999)	\$1,006,503	\$0	\$0	\$1,006,503
Books and Supplies (4000-4999)	\$303,858	\$0	\$0	\$303,858
Services, Other Operating Expenses (5000-5999)	\$277,523	\$0	\$0	\$277,523
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$150,322	\$0	\$0	\$150,322
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$4,333,473	\$0	\$0	\$4,333,473
OPERATING SURPLUS (DEFICIT)	-\$1,040,149	\$0	\$0	-\$1,040,149
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$850,000	\$0	\$0	\$850,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$190,149	\$0	\$0	-\$190,149
BEGINNING BALANCE	\$2,509,994			\$2,509,994
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$2,319,845	\$0	\$0	\$2,319,845
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$997,161	\$0	\$0	\$997,161
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$1,322,684	\$0	\$0	\$1,322,684
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund:
Enter Bargaining Unit:

FUND 12 - CHILD DEVELOPMENT
EGEA

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of 1/31/12)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$5,363,552	\$0	\$0	\$5,363,552
TOTAL REVENUES	\$5,363,552	\$0	\$0	\$5,363,552
EXPENDITURES				
Certificated Salaries (1000-1999)	\$1,664,024		\$0	\$1,664,024
Classified Salaries (2000-2999)	\$924,268	\$0	\$0	\$924,268
Employee Benefits (3000-3999)	\$1,270,715	\$0	\$0	\$1,270,715
Books and Supplies (4000-4999)	\$280,381	\$0	\$0	\$280,381
Services, Other Operating Expenses (5000-5999)	\$1,067,061	\$0	\$0	\$1,067,061
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$237,480	\$0	\$0	\$237,480
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$5,443,929	\$0	\$0	\$5,443,929
OPERATING SURPLUS (DEFICIT)	-\$80,377	\$0	\$0	-\$80,377
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$80,377	\$0	\$0	\$80,377
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$0	\$0	\$0	\$0
BEGINNING BALANCE	\$76,245			\$76,245
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$76,245	\$0	\$0	\$76,245
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$74,727	\$0	\$0	\$74,727
Reserved for Economic Uncertainties (9770)		\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$1,518	\$0	\$0	\$1,518
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

* Please see question on page 7.

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

**Enter Bargaining Unit: Combined General Fund
EGEA**

	2011-12	2012-13	2013-14
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$321,873,724	\$302,949,824	\$300,149,399
Remaining Revenues (8100-8799)	\$163,287,490	\$145,347,414	\$141,963,262
TOTAL REVENUES	\$485,161,214	\$448,297,238	\$442,112,661
EXPENDITURES			
Certificated Salaries (1000-1999)	\$222,437,753	\$228,517,828	\$219,177,205
Classified Salaries (2000-2999)	\$56,434,352	\$57,778,189	\$58,190,027
Employee Benefits (3000-3999)	\$113,097,949	\$107,652,900	\$107,730,061
Books and Supplies (4000-4999)	\$29,973,813	\$27,521,346	\$26,704,535
Services, Other Operating Expenses (5000-5999)	\$46,972,668	\$48,015,148	\$47,089,370
Capital Outlay (6000-6999)	\$619,595	\$580,431	\$580,431
Other Outgo (7100-7299) (7400-7499)	\$1,786,984	\$1,744,689	\$1,744,689
Direct Support/Indirect Cost (7300-7399)	-\$1,374,125	-\$1,374,125	-\$1,374,125
Other Adjustments	\$0	\$0	\$0
TOTAL EXPENDITURES	\$469,948,989	\$470,436,406	\$459,842,193
OPERATING SURPLUS (DEFICIT)	\$15,212,225	-\$22,139,168	-\$17,729,532
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$733,863	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,756,987	-\$1,752,828	-\$1,252,828
CONTRIBUTIONS (8980-8999)	\$0	\$733,862	\$733,862
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$14,189,101	-\$23,158,134	-\$18,248,498
BEGINNING BALANCE	\$65,439,916	\$79,629,017	\$56,470,883
CURRENT-YEAR ENDING BALANCE	\$79,629,017	\$56,470,883	\$38,222,385
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$14,442,521	\$14,740,180	\$19,317,389
Reserved for Economic Uncertainties - Unrestricted (9789)	\$9,500,000	\$10,000,000	\$10,000,000
Reserved for Economic Uncertainties - Restricted (9770)			
Board Designated Amounts (9780)	\$55,686,496	\$31,730,703	\$8,904,996
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2011-12	2012-13	2013-14
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$471,705,976	\$471,455,372	\$460,361,159
b.	State Standard Minimum Reserve Percentage for this District <u>2%</u> enter percentage:	2%	2%	2%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000	\$9,434,120	\$9,429,107	\$9,207,223

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$9,500,000	\$10,000,000	\$10,000,000
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$0	\$0	\$0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9780)	\$0	\$0	\$0
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9780)	\$0	\$0	\$0
g.	Total Available Reserves	\$9,500,000	\$10,000,000	\$10,000,000
h.	Reserve for Economic Uncertainties Percentage	2.0%	2.1%	2.2%

3. Do unrestricted reserves meet the state minimum reserve amount?

2011-12	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2012-13	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2013-14	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

N/A

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:

6. Please include any additional comments and explanation of Page 4 if necessary: N/A

K. SALARY NOTIFICATION REQUIREMENT

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT BASE REVENUE LIMIT

(a) Current-Year Base Revenue Limit (BRL) per ADA: (obtain from the County Office-provided Revenue Limit run, Form RL, Line 4)	\$ <u>6501.90</u> (Estimated)
(b) Prior-Year Base Revenue Limit per ADA: (Form RL, Line 1)	\$ <u>6358.90</u> (Actual)
(c) Amount of Current-Year Increase: (a) minus (b)	\$ <u>143</u>
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	2.249%
(e) Deficit: (Form RL, Line 9-a)	<u>0.79398</u> %
(f) Percentage Increase in BRL after deficit:	-1.00%
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for Current year (Year 1)	-1.52%

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Elk Grove Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Elk Grove Education Association, during the term of the agreement from July 1, 2012 to June 30, 2013.

The budget revisions necessary to meet the costs of the agreement are as follows:

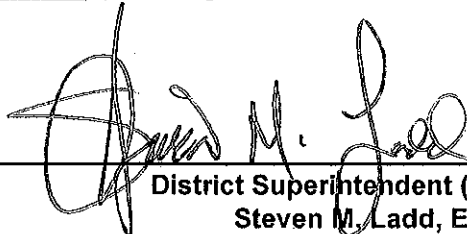
Budget Adjustment Categories:

<u>Revenues/Other Financing Sources</u>
<u>Expenditures/Other Financing Uses</u>
<u>Ending Balance Increase (Decrease)</u>

**Budget Adjustment
Increase (Decrease)**

<u>0</u>
<u>0</u>
<u>0</u>

X (No budget revisions necessary)



District Superintendent (Signature)
Steven M. Ladd, Ed.D.

3/27/12

Date



Chief Business Officer (Signature)
Rich Fagan

3/27/12

Date

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.

District Superintendent (Signature)
Steven M. Ladd, Ed.D.

Date

Shannon Stenroos, Budget Manager
Contact Person

(916) 686-7769 x 7667
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on April 5, 2012, took action to approve the proposed Agreement with the Elk Grove Education Association.

President (or Clerk), Governing Board
(Signature)

Date

Tentative Agreement
Between
Elk Grove Unified School District
And
Elk Grove Education Association
March 20, 2012

This Tentative Agreement is between Elk Grove Unified School District (District) and Elk Grove Education Association (EGEA). Except as provided below in this agreement, the parties agree that this agreement resolves negotiations for the 2011-2012 and 2012-2013 school year. The District and EGEA agree to the following:

1. Health and Welfare Benefits

a. Effective July 1, 2012, revise Article 21 of the collective bargaining with the following:

The District's maximum contribution toward medical benefit premium costs shall be 80% of the premium cost for the low cost medical plan offered by the District. Each Bargaining Unit Member's contribution toward medical benefit premium costs shall be 20% of the premium cost for the low cost plan medical plan offered by the District. Unit members shall be responsible for the buy up costs related to selecting a medical plan other than the low cost plan.

Example based upon 2012-2013 Kaiser low cost plan:

	<i>2012-2013 Kaiser Premiums Low Cost Plan Monthly</i>	<i>District Contribution 80% Monthly</i>	<i>Employee Contribution 20% Monthly</i>	<i>Employee Wellness Rebate Compensation Annual</i>
<i>Single Subscriber</i>	<i>\$ 492.33</i>	<i>\$ 393.86</i>	<i>\$ 98.47</i>	<i>\$ 295.44</i>
<i>2 Party Subscriber</i>	<i>\$ 984.66</i>	<i>\$ 787.73</i>	<i>\$196.93</i>	<i>\$ 590.76</i>
<i>Family</i>	<i>\$1,393.29</i>	<i>\$1,114.63</i>	<i>\$278.66</i>	<i>\$836.04</i>

b. Wellness Rebate Compensation

Each unit member who submits to the District an approved Wellness certification that verifies that the unit member has satisfied all of the Wellness requirements referenced section 1(c) below, each year shall receive a Wellness Rebate equal to five percent (5%) of the total premium cost of the Low Cost plan based upon the subscriber level selected for the year.

Unit members who submit their approved Wellness certification to the District by November 1st shall receive their annual Employee Wellness Rebate compensation by January 10th. Unit members who submit their approved Wellness certification by May 15th shall receive their

annual Employee Wellness Rebate compensation by July 10th. The District and EGEA will develop a Wellness Requirement verification process in conjunction with Kaiser and Health Net.

For example, for the 2012-2013 school year, based upon the Kaiser Low Cost plan for both Kaiser and Health Net participants, the annual Wellness Rebate Compensation for a single subscriber would be \$295.44, for a two party subscriber would be \$590.76, and for a family subscriber would be \$836.04.

The value of the five percent (5%) Wellness Rebate Compensation will change each year depending upon the total premium cost of the low cost medical plan provided by the District.

c. Wellness Rebate Compensation Requirements

In conjunction with Kaiser and Health Net, EGEA and the District will develop a list of the annual physical examination and Wellness assessment requirements necessary to receive the annual Wellness Rebate compensation. The physical examination and wellness assessments may include an annual physical examination, completion of an online Health Risk Assessment, a Comprehensive Metabolic Panel (CMP), a body mass index (BMI) test and/or other age appropriate screenings.

d. Co. pays

The Kaiser and Health Net medical plans shall be changed to the \$30 co pay plans quoted by Kaiser and Health Net for the 2012-2013 school year. Except for this co pay change, changes required by law, and all of the terms included in this agreement, all current medical benefit agreements between the District and EGEA regarding Health and Welfare plan design changes and the Health Net Premier Care plan continue as part of this agreement.

e. Health Benefit Committee

The District and EGEA are committed to explore a new Health and Welfare Benefits Committee model. Accordingly, a committee shall be established to explore alternative health benefit committee models. This committee shall invite all represented and unrepresented groups to participate in the exploration of alternative health benefit committee models.

2. Lottery System Check

The August 2012 Lottery System Check referenced in Article 19, Section 19.102 of the collective bargaining agreement between the parties shall be suspended in 2012, unless otherwise negotiated.

3. Class Sizes-2012-2013 School Year

a. Grades 4-6

For the 2012-2013 school year only, all elementary schools will have 4-6 class sizes of 28:1.

b. Grades K-3

1. For the 2012-2013 school year only, elementary schools can have K-3 class sizes of 26:1, however, K-3 staffing shall be allocated based upon between and inclusive of 24:1 and 26:1, at the discretion of the District.

2. In addition, for the 2012-2013 school year only, EGEA and the District agree that the District shall not be required to provide overload aide time.

3. For the 2012-2013 school year only and in lieu of the overload aide, an overload FTE allocation shall be provided by the District to be used at each site as determined by the site administrator and the impacted teacher or teachers to support the additional students remaining at the site. For the 2012-2013 school year only, the overload FTE allocation shall be calculated based upon K-3 class sizes of 24:1 and 4-6 class sizes at 28:1.

c. Unless otherwise negotiated, class size ratios included in Article 14 shall revert in 2013-2014 to the contract limits included in the collective bargaining agreement of 28:1 for grades K-3, and of 26:1 for grades 4-6.

4. Effects of Layoff Agreement

The District and EGEA agree to stipulate to the Office of Administrative Hearings that the April 16 and 17, 2012 certificated layoff hearings shall be conducted after school beginning at 3:45 p.m. in order to save the cost of substitutes.

5. Elementary Report Cards

EGEA and the District agree to work with Technology Services to implement an elementary report card system that includes electronic comments with the goal of implementation during the 2012-2013 school year.

6. Workweek

During the 2012-2013 school year only, Section 8.205 shall be revised for grades K-12 from 39 hours to 38.5 hours. Effective for the 2013-2014 school year, Section 8.205 shall revert back to 39 hours, unless otherwise negotiated.

7. STRS Contributions

EGEA and the District agree to take any legally required steps necessary to allow STRS contributions to be made in twelve equal payments over a twelve month contract whether or not the unit member works during a particular month.

8. Release and Settlement of Grievance Claims

a. The following grievances (collectively known as "the Grievances") previously filed by EGEA are settled under the terms of this agreement:

1. Grievance regarding 2011 PKS Resolution No. 32 (filed 3/10/11; currently in abeyance following Level II under terms of 6/22/11 Interim Mediation Agreement/MOU)
2. Alleged Violation of Memorandum of Understanding ("MOU") with respect to deferral and Federal Jobs Money (filed 2/27/12; currently at Level I with a proposal by EGEA to go directly to Level III)

b. Within five (5) business days after final ratification of this Agreement by each of the settling parties, EGEA shall withdraw the above Grievances with prejudice and shall dismiss any and all proceedings based upon, arising from or related to the Grievances.

8. 2013-2014 Negotiations

EGEA and the District agree to commence negotiations by November 2012 for the 2013-2014 school year.

Elk Grove Education Association

[Signature]
Charles M. Hall
Charles F. Chalk

Dated: 3-20-12

Elk Grove Unified School District

[Signature]
Don DeCran
Karen M. Rezende

Dated: 3/20/12